



## THE CITY OF FREDERICKSBURG, VIRGINIA CITY MANAGER

**The City of Fredericksburg** (28,350), a progressive community strategically positioned half way between Washington, D.C. and Richmond, Virginia, is accepting applications from highly qualified candidates for the position of City Manager.

The City Manager is appointed by the Mayor and City Council and serves as the Chief Administrative Officer for the City. The Manager is responsible for directing various City departments and providing guidance in directing, supervising, coordinating and planning the day-to-day administration of the affairs of the City and the implementation of the policies established by City Council. The City Manager is also responsible for preparing the City's annual budget and for advising City Council as to the financial condition of the City. In addition, the Manager ensures that the entire community is served effectively and efficiently by providing direct management and oversight to City departments such as Finance, Human Resources, Economic Development and Tourism, Fire, Transit, Community Planning and Building and Public Works. For Fiscal Year 2016, the City is operating with a General Fund budget of \$88.5 million and over 400 employees that provide services in over twenty (20) departments.

Minimum requirements for the position include a bachelor's degree in public administration, finance, business or related field, with a Master's preferred, supplemented by at least ten (10) years of progressively responsible management experience as a Chief Executive/Administrator or Deputy Chief Executive/Administrator in a high performing, comparably sized, growing community or organization similar to the City of Fredericksburg. Successful candidates should be experienced, well-rounded and able to work cooperatively with the Mayor and City Council as the community continues to move forward while building on its past successes. Experience in a historic and diverse community environment, with a successful record of proactively dealing with well-planned and managed change consistent with adopted plans and practices; staff development, team building and productivity improvements; the use of technology to expand transparency and improve services; maintenance of fiscal and environmental sustainability; and development of long-range capital plans resulting in well-planned replacement of aging infrastructure is vital. In addition, candidates should be willing to be visible in the community and with staff, possess strong verbal and written communication skills and have extensive knowledge of major municipal policy issues. To view the full profile on the position and learn more about the City, please visit our website [here](#).

The salary for the position is negotiable dependent upon the candidate's education and experience. Benefits include but are not limited to participation in the Virginia Retirement System, vacation and sick leave, group life insurance, medical and dental insurance, professional dues and conference expenses. City residency is required within a reasonable time of appointment to the position.

The application deadline is February 5, 2016. To be considered, please submit a cover letter, résumé with salary history and five (5) professional references online by visiting Waters & Company Executive Recruitment (WCER) website at <https://waters-company.recruitmenthome.com>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by the City. The City will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Fredericksburg in mid-March. For more information, please contact **John Anzivino** at [richmond@springsted.com](mailto:richmond@springsted.com).

*The City of Fredericksburg is an Equal Opportunity Employer.*